

Bowling Green State University  
**ScholarWorks@BGSU**

---

Monitor

University Publications

---

12-3-1990

## Monitor Newsletter December 03, 1990

Bowling Green State University

Follow this and additional works at: <https://scholarworks.bgsu.edu/monitor>

---

### Recommended Citation

Bowling Green State University, "Monitor Newsletter December 03, 1990" (1990). *Monitor*. 161.  
<https://scholarworks.bgsu.edu/monitor/161>

This Book is brought to you for free and open access by the University Publications at ScholarWorks@BGSU. It has been accepted for inclusion in Monitor by an authorized administrator of ScholarWorks@BGSU.

# Monitor

Nonprofit Organization  
U.S. Postage Paid  
Permit No. 1  
Bowling Green, Ohio

Vol. XIV., No. 22

Bowling Green State University

December 3, 1990



Mrs. Claus (Imogene Krieff of office services) was a popular attraction in the city's annual Holiday Parade held Nov. 17. The hour-long parade featured eight bands, 15 floats, clowns, various marching groups and even a giant helium-filled balloon of a drummer.

## Get out of the Whiners' Club, control your life

This is an article everyone at the University should read. Why? You should read it because it has a positive message and we can all use a dose of that. The message comes from Dr. Scott Shepard, director of the Institute for Training and Human Development at Flower Memorial Hospital in Sylvania. This is his advice: Get a new attitude, a positive one. Tomorrow when you get up in the morning, be glad you are alive. Make the determination that it is going to be a good day, that you are going to learn something new and that you are going to be in control of your life.

These are inspirational words, but then Shepard is an inspirational speaker. In his talk, "The Power Inside: How to Boost Morale in Your Work Environment," he rejuvenated approximately 150 University employees who attended the Nov. 28 workshop sponsored by the Administrative Staff Council Professional Development Committee. But he knows the limits of his words. What sounds good today can be forgotten by next week. That is why he stresses the importance of each person taking control of his or her own life and developing an attitude that makes life worth living.

In his job, Shepard gives talks in the community on stress, speaks to school-children about self-esteem and works with bereavement groups and dying patients, helping them come to grips with their feelings. He frequently is asked if he finds this kind of work depressing. "I tell them no, what's depressing is working with people who are in stress," he said.

Stress is a popular topic. It is easy to put the blame on stress for any problem we have in our lives. Shepard defines it as "a chronic, negative emotional state," but said in order to eliminate it, you have to have a more precise idea of what it is. If people could eliminate their negative attitudes, they'd see a lot less stress in their lives.

"Do you ever listen to people talk at work? It sounds so whiny. We do it all the time and don't even think about it," he said. "There's the story about getting on the elevator with a stranger and if he acts real optimistic and says something like 'Gosh, this is a wonderful day!', we think he is strange. But if he starts whining about something, we think he's

Continued on page 3

## University's minority faculty increases by 14 this year

An effort to increase the diversity of the faculty is beginning to pay dividends at the University.

This fall, nine blacks, two Hispanics and three Asians have joined the faculty.

President Olscamp called the totals "impressive," and Marshall Rose, director of affirmative action, said the hirings were "a substantial increase for one year."

The 1990-91 number of new minority faculty is five more than 1989-90.

Of the University's 720 faculty, 22 are black, five are Hispanic and 42 are Asians.

Part of Bowling Green's success in attracting minority faculty members can be attributed to a \$300,000 pool of funds set aside to enable departments and programs to expand their recruiting efforts, Rose said. Because of the relatively small numbers of minorities earning doctoral degrees, many universities are finding that they have to work harder to

attract the very best to their campuses.

Rose added that the additional funding is just one of several ways the University is stepping up its efforts to recruit minority faculty. "It is a major commitment and we are looking for other ways to be more aggressive in our faculty recruitment efforts," he said.

Some of those include fine-tuning the affirmative action hiring process at the

Continued on page 3

## Promoting literacy

### Madigan goes to the city with a commitment to help young students

Dan Madigan has a commitment to public education - a commitment so great that it takes him away from teaching English in the University setting three days a week to work with inner-city children in the area of literacy.

Madigan collaborates with Vicki Rybicki and Dr. Bill McGinley from the University of Michigan's School of Education, in Rybicki's language arts class at Francis Parkman Elementary School in Detroit. They received a collaboration grant from the National Council of Teachers of English for their project entitled, "Linking Literacy and Social Change: A Study of Fourth Grade Writers in an Urban Elementary School."

The school has few supplies and a large number of students, all from below middle income families. However, Madigan says they still try to create an atmosphere where the student can write and read because they can make a difference in the world through their writing. "Those that don't have the opportunity to go to private school still deserve special attention. I'm here to create possibilities," he said.

And Madigan and his colleagues are succeeding. Through interviews with the students, the teachers are constantly probing and asking them why they should read and write, and the students

are making connections about the world through their writing.

One of the students wrote a story about guns. During an interview with Madigan, the student explained that guns are only used by certain people for specific reasons. "The only thing I think is right to have a gun is if you're a police officer or I think it's right to have a gun on New Year's (for celebrating)...I told them in my story that I am going to stop it (the killing with guns)," he said.

Madigan stressed that in order for students to make connections about the world in which they live, teachers need to allow openings and let the student do the talking. Once they make a connection, they will feel they can make a difference and that is all-important, he said.

Rybicki's language arts class also includes a "Writer's Corner" and a "Writer's Cafe," where students can work independently or discuss their stories with other students. They can also go to the "Author's Chair," to read their stories to the class, which exposes them to constructive criticism and the revision process that professional authors must go through to have their work critiqued.

"We don't teach the student everything," Madigan said. "It's the perfect setting to

Continued on page 3



Dan Madigan in his University office.

## Ho, ho, ho Santa and Mrs. Claus to visit Union

Area children should start preparing their Christmas lists because Santa and Mrs. Claus will make their annual visit to the University Union Sunday, Dec. 9.

The jolly old elf and his wife will be in the lobby of the Union from 1-4 p.m. They are asking that their visitors bring a canned or non-perishable good to donate to needy families.

All children coming to see Santa and Mrs. Claus will receive a treat and photos of the youngsters with the couple will be available for sale. Their visit is being sponsored by the Classified Staff Council.



## Need for more pilots prompts proposal for program revisions

Undergraduate Council discussed revisions to the University's aerotechnology major at its November meeting. Dr. Jerry Streichler, dean of the College of Technology, presented a proposal that would update the major to comply more completely with accreditation guidelines of the National Association of Industrial Technology and to improve the quality of the program.

Details of the proposal were explained by Dr. Sudershan Jetley, technology systems, and David Lombardo, aerotechnology, who said there is a new demand for pilots because Vietnam-trained pilots are reaching retirement age and because deregulation has increased the need for replacement pilots. The best pilots tend to be those trained by the military, and they stay in the military service, thus creating a shortage of qualified commercial pilots. The shorter time span between graduation and a pilot's first job with commercial carriers has changed the University's role in educating pilots, they said.

Lombardo said there are three objectives in making changes to the major: to introduce more academic rigor into the program, to improve the students' preparation for the job market, and to upgrade the pilot certification component. Changes to improve academic rigor include increasing the grade point average requirement, adding calculus to the mathematics requirement and adding advanced theory courses. The basic pilot certification requirement will be increased to include multi-engine, flight instructor and instrument instructor certification. Students will be encouraged to choose electives that relate to their major, such as courses in weather, mechanical expertise or instructional skills. The graduation requirements would increase from 124

hours to 128, and the flight instruction would increase from four to six semesters.

The University's aerotechnology major has been offered for more than 14 years. Lombardo said there are more than 100 universities in the country that offer four-year degree programs in the area of study. Bowling Green's program is self-supporting through its fees and is one of the lowest cost programs in the U.S. Jet training remains in the realm of the military, he said. The University graduates obtain jet training as a program separate from their schooling at Bowling Green.

The current recommendation is the result of looking at several models and determining which would be best for the students and for future accreditation requirements.

In other business, Dr. Paul Haas, director of the Honors Program, gave a report on the program, which is in a transition stage as new ways are sought to encourage students to complete a full range of honors courses and complete honors graduation.

Currently only eight to 12 students are completing the senior thesis, he said. A plan is being considered to ask all honors students to identify two honors classes from a select pool, then at the end of their sophomore year, to complete an honors contract to develop a program for completion of graduation with honors. In order to implement such a plan, Haas said the Honors Program must create one or two new honors seminar courses and must increase the capacity of the honors courses in the pool.

He indicated that he would like departments and colleges to assist in developing honors courses and is particularly concerned with establishing more stability in the offerings.

## Five faculty recognized for service

Five faculty members in the College of Education and Allied Professions were honored recently for outstanding performance in the areas of research, scholarly activity, teaching and service.

The awards were presented by Dr. Roger V. Bennett, dean of the college, at a faculty convocation Nov. 15. Faculty committees chose the award recipients based on nominations from their teaching colleagues. Each award includes a plaque and a \$750 cash prize.

Dr. Patricia M. King, college student personnel, won the research award, which recognizes outstanding research leading to publication of an article in a scholarly journal. King has been engaged in a series of longitudinal studies with faculty from three other universities on the development of reflective judgment. The researchers have surveyed hundreds of young adults in high school, college and graduate school. Their work has resulted in a number of articles in professional journals, as well as a mention in *Time* magazine in 1987.

The article which is cited in particular by the college research award was entitled "Sequentiality and Consistency in the Development of Reflective Judgment: A Six-Year Longitudinal Study" and was published last year in the *Journal of Applied Developmental Psychology*.

Dr. Malcolm B. Campbell, educational foundations and inquiry, was presented the award for outstanding scholarship or creative performance. He was honored for his work on an historical document about a former president of the University of Michigan entitled "James Burrill Angell's China Mission, 1880-81: The Forging of an Internationalist University Presidency." The article will soon be published in a volume on the history of the University of Michigan by Caddo Gap Press, in cooperation with the Historic Critica Society of the University of Michigan.

Campbell based the article on an extensive review of several Angell biographies, as well as the diaries kept by Angell, his wife and their daughter during their year in China, and writings by the Angells' youngest son, James Rowland Angell, who later was president of Yale University. Dolores A. Black, HPER, was the recipient of the college's professional

service award. Since 1976, Black has directed the University's Saturday morning clinic for youth with disabilities. The clinic, which is open six Saturday mornings each semester, utilizes the facilities of the Student Recreation Center, Hayes Hall and the University Union to provide an opportunity for disabled youngsters to socialize in a recreational setting. Black recruits University student volunteers to work with the children one-on-one to provide a friendly, safe atmosphere for the program.

She also is involved in the Special Olympics program at the state and local levels, serves on a number of committees at Wood Lane School and is the north-west Ohio regional trustee to the Ohio Board of Mental Retardation/Developmentally Delayed. For the past 15 years, she has been director of the Wood County Muscular Dystrophy Labor Day Telethon.

The college award for teaching excellence was shared by Dr. Kathleen M. Campbell, applied human ecology, and Dr. I. Clay Williams, HPER. Both were recognized for outstanding performance in the classroom, as evidenced by evaluations from students and peer observers. Each received a plaque and split the \$750 cash award.

Campbell, a member of the faculty since 1977, is a licensed psychologist and a certified home economist. She was recognized for her efforts to expand and update her knowledge through research and professional development efforts, allowing her to integrate current information with her class content. She received the Undergraduate Student Government Faculty Excellence Award in 1983.

Williams, a member of the faculty since 1975, is the senior trainer for Quest International, an instructional program for elementary and secondary students in drug abuse prevention and skills for growing and living. He was a recipient of the Undergraduate Student Government Faculty Excellence Award in 1982 and was a finalist for the University Alumni Association's Master Teacher Award in 1983. Williams was recognized for the positive and personal atmosphere of his classes and the time and effort he devotes to his teaching.



The Genealogical Society of Utah recently received the 1990 Friends Award for more than a decade of support to the Center for Archival Collections. Noel Barton (center), regional manager of U.S. acquisitions for the society, accepted the award from Dr. Rush Miller (right), dean of libraries and learning resources, and Paul Yon, director of the center.

## Talents of 36 of the University's artists and authors recognized

Thirty-six faculty were recognized for achievement recently at the 1990 Friends Authors' and Artists' Reception. During the past nine years, the reception has honored more than 350 faculty and staff for their scholarly works.

Also at the reception, the Genealogical Society of Utah received the 1990 Friends Award in recognition of its support during the past 12 years of the Center for Archival Collections. The society has provided the center with a 16 mm camera to microfilm records of 200 churches, a dozen funeral homes and 25 cemeteries. Copies of the microfilmed information have been made available to the cooperating organizations and have become part of the resources available at the center and through the Genealogical Society of Utah.

The society is the 10th recipient and first organization to be presented the award.

Authors, artists and musicians were recognized at the reception included: Burton Beerman, composition and history, for "Night Visions" performed at the 25th Anniversary National Conference of the Society of Composers, in April in Las Vegas, and for "Evening Songs" for solo acoustic clarinet in *Etudes For the Twenty-First Century Clarinetist: A Festschrift for Barney Childs*, Mill Creek Publications; John Bentley, performance studies, for solo oboe recital at the 19th Annual Double Reed Society; Alan B. Blankenship, professor emeritus of marketing, for *The Market Research Council*; John Bradley, English, for *Love-In-Idleness: The Poetry of Roberto Zingarelli*; Ray Browne, popular culture, for *Dominant Symbols in Popular Culture*; Dwight Burlingame, former vice president for University relations, for *Library Development: A Future Imperative*; and David Cayton and Thomas Hilty, both of art, for two-person exhibitions at the J. Rosenthal Gallery in Chicago and the Bedford Gallery at Longwood College in Virginia.

Also, Leigh Chiarelli, EDCl, for *Lenses on Teaching*; Wallace DePue, composition and history, for "Ecclesiastes 12" and "The Mocking Bird" presented at the American Choral Directors Convention, Grand Rapids, MI.; Lawrence J. Friedman, history, for *Menninger, the Family and the Clinic*; Karen Gould, romance languages and women's studies, for *Writing in the Feminine: Feminism and Experimental Writing*; Gary Hess, history, for *Vietnam and the United States: Origins and Legacy of War*; Kenley Ingfield, composition and history, for "The Cascades," by Scott Joplin, arranged for flute choir; Richard James, composition and history, and Linda Fidler, formerly of libraries and learning resources, for *International Music Journals*; Daniel Madigan, English, for *Keep On Going: ...don't stop writers*; Edward F. McClenen, philosophy, for *Rationality and Dynamic Choice*; and Chris Milko, and Edward Wellant, both of libraries and learning resources, for *Opinions '90*.

Also, Janet Parks, and Beverly Zanger, both of HPER, for *Sport & Fitness Management: Career Strategies and Professional Content*; F. Scott Regan, theatre, for *Adjudication*; Timothy Ross, accounting and management information systems, for *Gainsharing: Plans for Improving Performance*; Patricia Salomon, libraries and learning resources, for *Thomas Nashe's Summer Last Will and Testament*; John Sampen, performance studies, for solo performance of "In Two Worlds," by Morton Subotnick, at the International Computer Music Festival, and for a solo performance at "Saxophonies" International Conference in France; Marilyn Shrude, composition and history, for "Passage of Years" performed by Daegu Symphony in Korea and by the Chicago Civic Orchestra; Bernard Sternsher and Judith Sealander, history, for *Women of Valor: The Struggle Against the Great Depression as Told in Their Own Life Stories*; and Adrian Tid, art, for "Masks of Fire: The Hispanic Broadside."

Also, Glenn Varney, management, for *Building Productive Teams: An Action Guide and Resource Book*; Betty van der Smisssen, education, for *Legal Liability and Risk Management for Public and Private Entities*; Lynn Whitney, art, for invitational, national exhibitions of "It's Expected" and "Sister" at the Emily Davis Gallery, University of Akron, and the Fort Hayes Metropolitan Center, Columbus; Donald Wilson, composition and history, for "Hexagon: Nocturne," performed at the 11th Annual New Music and Art Festival; Dennis Wojtkiewicz, art, for display of works at the Kansas Pastel Society 6th Annual International Exhibit, Wichita Art Association, and at the B.F. Larson Gallery, Brigham Young University, and at the Evansville Museum of Arts and Sciences and for a one-person exhibition at the J. Rosenthal Gallery, Chicago; and Floris Wood, libraries and learning resources, for *An American Profile: Opinions and Behavior*.

## Panel to discuss post-doctoral study

A panel of University faculty will discuss "The World of Post-Doctoral Study" Monday (Dec. 3) at the second program of a four-part series sponsored by the Graduate Student Professional Development Program.

It will be at 4 p.m. in 110 Business Administration Building and is in conjunction with the program's 1990-91 Winter Colloquium entitled "Toward the Compleat Professoriate."

Panel members include Dr. Gary Hess, history, Dr. Michael A.J. Rodgers, photochemical sciences, Dr. Kathy Specht, photochemical sciences, and Dr. Eileen Underwood, biological sciences. Chris Dunn, research services, will moderate. The panel will share experiences and benefits gained from roles as hosts and participants in post-doctoral fellowships.

## CSC approves revised version of discipline policy

Following more than a year of committee work, Classified Staff Council approved a revised discipline policy for classified staff at its Nov. 20 meeting.

The council decided last year to update the policy to provide for more consistent procedures. Kathy Eninger, council chair, said it was determined that revisions were necessary following a July 1989 discipline hearing where steps were by-passed and an unapproved neutral list was used. Also, inconsistent procedures were used at two separate hearings held in August 1989. "We need a policy that is going to be fair to all employees," she said.

But designing guidelines for a new policy was not an easy task, and Eninger said several drafts were written. By August, the council thought it had its final version and forwarded it to personnel services. But when CSC received the policy back, Eninger said she was dismayed to find it had been almost completely rewritten. "We had put months of work into this policy and then personnel got it and changed it right away. We had some real problems with that," Eninger said.

The council's Executive Committee met with John Moore, executive director of personnel services, and Sam Ramirez, manager of employment services, to discuss the changes and were able to settle on a compromised version. Moore attended the CSC meeting to answer questions.

The main change personnel services made to the policy was to reduce the negative tone it began with, Moore said. "We didn't want to set the tone with such a negative beginning," he said. "But we left a lot of things CSC originally put in and yet added some of the things management wanted in. We wanted it to be a win-win situation."

The policy states that its new procedures are designed to "improve productivity and morale, and not merely to punish." It says it assures employees of the following:

- That management will respond in a consistent and predictable manner if an employee violates the rules;

- That disciplinary matters will be handled in a confidential and expeditious manner;

- That employees will be told what is expected of them and the possible consequences if they do not live up to performance expectations;

- That employees will be disciplined progressively except for instances where the seriousness of the offense may warrant bypassing one or all steps (i.e., the illegal use of drugs);

- That the discipline will be based on facts and not hearsay or opinion;

- That employees can appeal disciplinary actions through the University's internal grievance procedure or through the State Personnel Board of Review.

The council questioned a "disciplinary guidelines chart" included on the last page of the policy which gives examples of minor and serious offenses. "Immoral behavior" was listed under serious

offenses and council member Nancy White Lee asked who would determine its definition. Eninger said Moore is the final authority on the offenses and she will ask for a definition from him.

In other business, the council discussed a personal leave policy that it is developing along with the Administrative Staff Council. The proposal would allow each administrative and classified staff member the usage of 16 hours of personal leave annually. The time would be charged against the individual's sick leave balance.

CSC has recommended that to be eligible for personal leave, classified employees would have to have a sick leave balance of 100 hours or more. The minimum balance would work as an incentive for staff to save some of their sick leave in order to be able to use a personal day. Some supervisors have suggested that there be a balance of 360 hours of sick leave. The amount recommended by CSC is less than one year's accrual while the 360 hours represent three years of sick leave accrual.

Personnel services has suggested a compromise that would require the employee to have at least one year's accrual (120 hours) or possibly even two year's accrual (240 hours) before personal days could be used.

Administrative Staff Council has not indicated any stipulations on sick leave accrual.

In a memo to Eninger and Gregg DeCrane, chair of ASC, Moore offered numerous guidelines for the policy.

Eligibility to use personal leave should occur once annually to eliminate confusion among employees whose sick leave balances shift above or below the stated minimum during the year, he said. Since sick leave for the classified staff is done on a calendar year basis, and programs and accountability are well established for this group, it would be appropriate to grant the use of personal leave balances starting on Jan. 1 of each year. Eligibility would be based on the sick leave balance for classified staff as of the conclusion of the last pay period in December. For administrative staff, eligibility would be based on the sick leave balance as of Dec. 31.

All employees who have the requisite sick leave balance at that time would be eligible for the 16 hours of personal leave in the succeeding year. Those employees who do not have the requisite balance would wait until the end of the succeeding year to determine eligibility.

Moore said the original intent of personal leave was to recognize there are occasions for employees to be off from work for reasons that did not fall under sick leave or vacation rules. A list of some of the reasons to use the leave are: mandatory court appearances, family emergencies, medical, dental or optical examinations, taking care of legal business, weddings of members of the immediate family, and any other matter of personal nature.

Members of CSC said they did not think it should be necessary for an employee to

## Minority faculty from the front

University, compiling a database of minority faculty members in the country, and beginning a program to recruit minority faculty members while they are still doctoral students.

Strressing the importance of diversity as an educational value, Rose said "Bowling Green is committed to being in a leadership position in its recruitment of minority faculty."

## Madigan from the front

see if students can dispel the notion that some people learn better than others.

"I came to Bowling Green because I felt there was a match. I know that sounds corny, but people here are interested in literacy," he said.

Madigan taught high school in Rogers City, MI, for 13 years and became interested in literacy in schoolchildren when his students began to help younger students read. He eventually collaborated with the Department of English and School of Education at the University of Michigan, which led him back to the university setting.

Madigan started teaching at Bowling Green fall semester in the Department of English. He teaches children's literature and has a lot of prospective elementary school teachers in his class. He explained that his work in Detroit has given him insight as a teacher. "College students

have to understand why they're reading. So, I ask them the same questions I ask my elementary students: Why should you read and write? Why should you choose certain books?"

He received his master's degree from Central Michigan in reading and literacy. "I really thought there would be more to my master's, so I kept searching. I needed to find out more about literacy and it was my illusion that I could find out everything about it in that time frame," Madigan said.

His search continues here at the University and at the University of Michigan, where he will graduate this year with a doctorate in language and literature.

"The greatest satisfaction is the feeling that there is always more to learn from the children. I accept and enjoy that, just like I do with my students here at the University," he said. — Sue Degransky

## Performance of 'Messiah' Dec. 9

A special holiday performance of Handel's "Messiah" will be presented Sunday (Dec. 9) in Kobacker Hall of the Moore Musical Arts Center.

The Bowling Green Philharmonia, Collegiate Choral, A Cappella Choir and the Oak Harbor Concert Choir will join to perform the work at 3 p.m. Emily Freeman Brown will conduct.

More than 160 chorus members and a full orchestra will perform the Christmas and sections of the Easter portions of the work. The conductors of all four groups performing have collaborated in preparing for the performance.

Handel produced his great masterpiece while visiting in Ireland in 1741, completing the "Messiah" in little more than 21 days. The first performance piece was given only six months later in Dublin.

It is traditionally believed that during a performance in England, at the closing chords of the "Hallelujah," King George II was greatly moved with emotion and rose to his feet, thus beginning the tradition of rising during the celebratory chorus.

The choruses and orchestra at Bowling Green will perform Alfred Mann's editions of the "Messiah" and Mann, who teaches at the Eastman School of Music, will give a free lecture about the work preceding the concert. He will speak at 2 p.m. in 1040 Moore Musical Arts Center.

Tickets for the presentation are \$9, \$7 and \$5. Students and senior citizens will receive a \$2 discount. Tickets may be purchased at the Moore Center Box Office or reserved by calling 372-8171.

A performance will also be given Dec. 7 in Oak Harbor.

## Research funding set

The research services office has announced the second round of research funding from the 1990-91 Alumni Association Undergraduate Research Support Grant.

Student research projects must be sponsored by a participating department and supervised by a faculty adviser.

Application forms can be obtained from the research services office at 120 McFall Center. The deadline for receipt of the completed applications is Dec. 10.

## Shepard from the front

normal.

"Or think about when a new person joins the office. He's fresh, excited and full of ideas. And the old timers will look at him and say, 'Wait until you've been here as long as I have, you won't be acting like that any more,' or they will wink at each other and say, 'I give him two months before that attitude wears off.' We want that, we thrive on that negativity. We'll even try to get one up on each other with the whole idea being who can be the most cynical. It's nuts."

To avoid being negative all the time, a person must raise his or her awareness to the problem, or as Shepard says, "be more aware of being alive." It is easy to become bogged down in a lifestyle and miss out on the real business of living. The key is creating a positive attitude and Shepard said it takes courage to live this way.

"Just try going to lunch tomorrow and saying to the people you eat with, 'Let's not be negative, let's be positive,' and watch them turn on you. You'll probably get comments like, 'Well thanks for joining us, Mother Theresa' or 'That's easy for you to say, you were the one whining last week.'"

Shepard said it takes courage to be positive because there is peer pressure to be negative or to whine along with the rest of the gang. Negative people tend to dominate conversations. "If you want to be your own person, you have to take a risk," he said. "When things become negative, people conform to it because misery loves company. It takes a strong person to go the other way."

He blames the predominance of negative attitudes and low morale to too many people having become numb to life. Perhaps they have been in a job for a while and have developed their lives into such a well-established routine that they can't get out of the rut. He pointed out that the only difference between a rut and the grave is the depth.

He described a typical routine: You get up on the same side of the bed every morning, and go to the bathroom and do the same duties in just about the same order every day. You go get in your car which is parked in the same spot and drive the same route to work. You say hello in the same way to the same people and go about doing your business in the same fashion as you have the day before and the day before that. "If you're really good at this, you don't even have to be awake the first three hours of the day, you can just do it in your sleep," Shepard said.

"And what is sad is that for some people the whining session at lunch is the highlight of the day."

"They listen people, time goes fast enough on its own, and it really goes fast when you are in a coma. I always hear people say how fast time has gone, but it's because they didn't do anything. They will wait until they are 60 years old and then say 'why did I wait so long to get my priorities straight?' Now is the time to do it. We are surrounded by great things. They fall in our lap and we don't do anything with them because we have too much business in our routines to take care of."

If a person is not excited about getting up in the morning, then something is wrong. Shepard said each person's challenge should be to take charge of his or her life and every morning ask how to make it a good day for himself or herself. He admits not even a positive attitude can prevent tough situations from arising, but the individual shouldn't let the negative overwhelm the positive.

For the person who says he can't help worrying or being negative, Shepard said that person doesn't want to change. Neither he nor a therapist can help these people because they won't change "until they are sick and tired of being sick and tired."

"Don't let whining be normal. Try getting up in the morning and saying 'It's good to be alive today.'" He said he works with numerous cancer patients who frequently have a better attitude about life than people who have their health. One patient he knew who was dying had the following motto: "Death will take care of itself; I'll take care of life."

"He was a special guy — everyone who was around him could tell that and it was all because of his attitude. When you walked away from him, you valued life," Shepard said.

For people having a difficult time raising their morale, he offered two suggestions: "Think about your death — that's a sobering thought. How would you like your last words to be a whine?," he asked. The other bit of advice is to spend some time with kids. "They aren't screwed up yet, they still have their eyes open to life and they can energize you," he said.

"We have the power to change our lives forever, but we screw ourselves up by focusing on all of the junk. We need to crank ourselves up everyday and if you can't do it, then let someone else with a positive attitude help you. But most of all, don't apologize for having a positive outlook. It makes all the difference in how satisfying your life will be."



## Note of Thanks

Editor, the Monitor.

I wish to extend a very special thank you to the following classified staff members for their willingness to assist with this year's United Way campaign:

Volunteering to solicit donations were Anita Brooks, Linda Grimm, Bonna Benschoter, Connie Adams, Carol Sponseller, Bruce Lowry, Genevieve Kurluss, Shirley Woessner, Mary Bradford, Judy Foos, Sheryl Sockman, Deb Potridge, Ruth Maas, Candy Johnson, Elaine Brents, Chris Peper, Flo Phillips, Mary Holley, Judy Maxey, Alyce Platz, Kimberly Phillips, Lorraine Devenney, Cynthia Patterson, Julia Meyer, Pamela Atchison, Suzanne Pijor, Stacy Schroeder, Ana Garibay, Cheryl Tyson, Tina Martini, Connie Cadwallader, Diane Whitmire, Deb Foster, Kaylene Adler, Barbara Sharp, Jodi Labis, Deborah Lowry, Linda Glomski, Connie Willis, Sue McCoy, Janet Hughes, Matt Hurling, Jane Myers, Marie Derkis, Linda Canterbury, Lola Mercer, Joan Conrad, Karen Weber, Barb Limes, Kathy Hoke and Terri Oddo.

H. Chris Esparza,  
Computer services,  
University's United Way Campaign,  
Classified coordinator

## Classified staff members win basketball tickets

Twenty-six classified staff members each have won a pair of tickets to Falcon basketball games. Their names were randomly selected in a drawing sponsored by Classified Staff Council, the athletic department and personnel services.

Winners are: Sharon Whitaker and Anita Kopp, both of food operations, for the Nov. 26 Heidelberg game; Shirley Woessner, food operations, and Elizabeth Greene, registration and records, Michigan State, Dec. 1; Nancy Frey, computer services, and Arthur Dewitt, inventory management, Butler, Dec. 8; Marcia Buckenmyer, personnel services, and Mary Bradford, food operations, Western Michigan, Jan. 5; and John Franklin Kemf, physical plant, and Kay Ann Snyder, food

operations, Central Michigan, Jan. 12. Also, Sally Vandyne, health and human services, and Terri Oddo, purchasing, Wright State, Jan. 16; Everett Foster, athletics, and Frances Roe, food operations, University of Toledo, Jan. 23; Mary Smeltzer, business office, and Sandra Mellott, custodial, Ball State, Jan. 30; Bob Kreienkamp, WBGU-TV, and Deborah Sayers, treasurer's office, Ohio University, Feb. 6; William Peters, custodial, and Leland Cory, physical plant, Youngstown State, Feb. 13; Sandra Perry and Kathleen Bucher, both of the University Bookstore, Eastern Michigan, Feb. 16; and Luann Mears, alumni and development, and Linda Canady, Faculty Senate, Miami University, March 2.

## Babysitters available

University employees who want to do some Christmas shopping Dec. 9 won't have a difficult time finding a babysitter. The Freshman Off-Campus University Students will be providing the service from 1-5 p.m. that day at the Hazel H. Smith Off-Campus Student Center in Moseley Hall.

Babysitting will be available for children from three (toilet-trained) to 10 years old with a minimum donation of \$5 per child. For more information, contact Shelley Alexander, FOCUS vice president and event coordinator, at 287-4098 or the center at 372-2573.

## Test scanning set

Computer services will extend its hours for test scanning services. The services will be available from 8 a.m. to noon Saturday, Dec. 22. Participants should bring their National Computer System answer sheets to 312 Administration Building.

## Order poinsettias

Various sizes of poinsettias will be available from the grounds department for its annual holiday sale. The plants can be purchased only by departments using a University budget and cost number or an AO number.

For more information, or to order, contact Sue at 372-7649.

## Faculty/Staff positions

The following faculty positions are available:

**Economics:** Assistant professor (two positions). Deadline: Dec. 10. Also, assistant professor. Deadline: Jan. 10. For all positions, contact J. David Reed (2-2646).

**EDCI:** Assistant professor of EDCI, emphasis in mathematics or science and general secondary methods (probationary, full-time). Contact Robert Oana (2-7320). Deadline: Jan. 15 or until position is filled.

**HPER:** Chair and assistant/associate professor in the recreation and dance division (probationary, full-time). Contact chair of search and screening committee (2-2876). Deadline: Feb. 1 or until filled. Also, director and full professor. Contact Joy Sidwell (2-2876). Deadline: Jan. 7.

**Management:** Associate professor. Contact James McFilen (2-2946). Deadline: Jan. 15.

**Music Education:** Assistant professor, choral. Contact Anna Belle Bognar (2-2181). Also, assistant professor, elementary and secondary general music. Contact Greg DeNardo (2-2181). Deadline for both positions: Dec. 20 or until filled.

**Psychology:** Assistant professor (probationary, full-time). Contact Kirk Smith (2-2301). Deadline: Jan. 1.

The following administrative positions are available:

**Financial Aid and Student Employment:** Systems support specialist (temporary, full-time). Contact Sam Ramirez (2-2558). Deadline: Jan. 4.

**Food Operations:** General manager, dining hall. Contact Sam Ramirez (2-2558). Deadline: Dec. 15.

**Intercollegiate Athletics:** Head football coach. Contact Jack Gregory (2-2401). Deadline: Immediate.

**Psychology:** Project coordinator. Contact John C. Cavanaugh (2-2301). Deadline: Dec. 15.

## Donations still needed

The campaign to establish a permanent endowment for the Faculty Senate Distinguished Service Award has collected more than \$4,000 in pledges and gifts.

Dr. Harold Lunde, chair of the senate, said the first \$5,000 given to the fund will be matched dollar-for-dollar by the BGSU Foundation.

"We're very pleased with what has come in so far, but we're hoping to raise at least \$7,500 in this initial year," he said. "The Faculty Senate Distinguished Service Award will be funded from the interest earned off the invested principal. It is important that we have at least \$12,500 in the fund so that we can annually award the \$1,000 we have been accustomed to awarding the recipient."

He said he would like to see the fund eventually grow far beyond the original goal so that additional projects, such as scholarships, can be funded. Contributions are being made by both current and retired faculty.

Faculty members who would like to make a contribution should contact the Faculty Senate office at 372-2751 in McFall Center.

## Datebook

### Monday, Dec. 3

**Art Exhibition,** the annual Faculty Art Show will feature a variety of media from about 25 faculty from the School of Art. The exhibition runs through Dec. 13 in the Fine Arts Gallery. Gallery hours are 9 a.m.-4:30 p.m. Monday through Friday and 2-5 p.m. Sunday.

**Ph.D. Final Examination,** Marian Hurley, College of Education and Allied Professions, will present "An Examination of the Relationship Between a Measure of Student Character and Selected Student Performance Variables." 9-11 a.m., 444 Education Building.

**Aerobics Classes,** The "30-minute Noon Workout" is geared for faculty and staff, Combatives/Dance Room, Student Recreation Center.

**Graduate Student Professional Development Colloquium,** "The World of Post-Doctoral Study," featuring a panel sharing experiences and benefits gained from roles as hosts and participants in post-doctoral fellowships, 4 p.m., 110 Business Administration Building.

**Men's Bowling League,** 7 p.m., Buckeye Room. Call Jay at 372-8071 to reserve a spot.

**International Film Series,** featuring "Bombs Over Berlin," a documentary on the WWII bombing of Berlin, 7:30 p.m., Gish Film Theater.

**Concert,** featuring the BGSU Guitars, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

### Tuesday, Dec. 4

**People for Racial Justice Meeting,** 9-10:30 a.m., Taft Room, University Union.

**Faculty Senate Meeting,** 2 p.m., Assembly Room, McFall Center.

**WBGU Program,** "Ohio Business," host George Howick helps viewers understand the complexities of the modern business world by inviting experts to debate current business issues, 5:30 and 11:30 p.m., Channel 27.

**Planetarium Show,** "Secret of the Star," explores the star of the biblical wise men. The show runs at 8 p.m. Tuesdays and Fridays, 2 p.m. Saturdays and 7:30 p.m. Sundays through Dec. 21. \$1 donation.

**Concert,** New Music Ensemble, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

### Wednesday, Dec. 5

**Aerobics Classes,** The "30-minute Noon Workout" is geared for faculty and staff, the Combatives/Dance Room, Student Recreation Center.

**Work and Family Seminars,** designed for parents who are concerned about career planning, noon-1 p.m., 1 College Park Building. To register or for more information, call Karol Heckman at 372-2225.

**Finance Faculty Seminar,** "Alternative Approach to Asset Allocation," presented by Raj Padmaraj, Department of Finance, 1:30 p.m., 4000 Business Administration Annex.

**WBGU-TV Program,** "Art Beat," 5:30 and 11:30 p.m., Channel 27.

**Theatre Performance,** "A Girl's Guide to Chaos," 8 p.m., Joe E. Brown Theatre. The show runs through Dec. 9. Call 372-2719 for ticket information.

**Festival Series,** featuring the Vienna Choir Boys, 8 p.m., Koblack Hall, Moore Musical Arts Center. Call 372-8171 for ticket information.

### Thursday, Dec. 6



Two Firelands College students wait to be served pie at the annual Beggars' Banquet held on the campus the week of Thanksgiving. All of the food for the full course meal is donated by area businesses, and then prepared and served by students and staff. Cost per plate was \$3.

**Administrative Staff Council Meeting,** 1:30 p.m., Alumni Room, University Union.

**Live Radio Concert,** the String Quartet will perform on WGTE FM-91, 2 p.m.

**WBGU-TV Program,** "Journal 1990," host Judy Paschalis discusses issues and concerns of Northwest Ohio, 5:30 p.m. and midnight, Channel 27.

**Film,** "Can We Save the Rainforest?," focuses on controlled tourism in rainforest areas of developing nations, 7:30 p.m., 121 West Hall.

### Friday, Dec. 7

**WBGU Program,** "The University Forum," explores the world of ideas with experts from Bowling Green's faculty and special guests visiting the University, 5:30 p.m., Channel 27.

**Women's Bowling League,** 7 p.m., Buckeye Room. Call Jay at 372-8071 to reserve a spot.

**Old English Yuletide Dinner,** a re-creation of holiday customs observed in England, 7 p.m., Lenhart Grand Ballroom, University Union. Also presented Dec. 8.

### Saturday, Dec. 8

**WBGU-TV Program,** "Amish Cooking from Quilt Country," host Marcia Adams prepares food for a picnic - German potato salad, baked beans, pea salad and church supper ham loaf, noon, Channel 27.

**Men's Basketball,** vs. Butler, 1:30 p.m., Anderson Arena.

**Hockey,** vs. North Dakota, 7:30 p.m., Ice Arena.

### Sunday, Dec. 9

**Babysitting Clinic,** provides 3-10 year old children with entertainment while parents do their holiday shopping, 1-5 p.m., Off-Campus Student Center, Moseley Hall. Donation is \$5 per child.

**WBGU Program,** "The University Forum," explores the world of ideas with experts from Bowling Green's faculty and special guests visiting the University, 11:30 p.m., Channel 27.

### Monday, Dec. 10

**Men's Bowling League,** 7 p.m., Buckeye Room. Call Jay at 372-8071 to reserve a spot.

**International Film Series,** featuring "Warfare Romance," 7:30 p.m., Gish Film Theater.

## For sale

The applied statistics and operations research department has for sale IBM computer systems with 512K memory and two 360K disk drives for \$450 or best offer. For more information, contact Pat at 372-2363.

The study skills lab has for sale a Cith printer with a F10 carriage for \$300. For more information, contact Jan at 372-8840.

The School of Mass Communication has a spirit duplicator (ditto machine) for sale to another University department. Interested areas should contact Linda Glomski at 372-8725 for more information.

# Monitor

Vol. XIV, No. 23

Bowling Green State University

December 10, 1990

Nonprofit Organization  
U.S. Postage Paid  
Permit No. 1  
Bowling Green, Ohio

## Deck the halls

## Dennis Bauer does this and much, much more

What does a person do when he has 3,000 Christmas ornaments in his personal collection? Answer: Put up 15 different trees and start decorating early — very early.

Dr. Dennis Bauer, business education, is gaining a reputation for being an authority on Christmas decorations. Churches and museums seek his advice and skills on symbolic and period holiday decorations, and he already has orders for making feather trees for next year. This year, more than 15 various groups and organizations will tour his home to see his trees and learn about the ornaments.

Bauer has had a life-long fascination with the Christmas holiday. "My family is from Germany, where the bulk of Christmas decorations that we know come from," he said. "We decorated a lot when we were kids, more than most families. So it was a natural thing for me to be interested in."

But he never really planned to become so engrossed in a Christmas-oriented hobby. "It started out simple. My wife and I collect antiques and we thought it would be easy to collect ornaments because they are so small," he said.

That "small" collection, when packed away for the year, has taken over the space in a fifth bedroom of the couple's home in North Baltimore. The collection also has become such a part of the Bauer family's life that they begin preparing for the next Christmas as soon as one is over.

Bauer, his wife and two daughters are constantly searching for new or antique ornaments. He belongs to several organizations oriented to Christmas decorations and reads



Dennis Bauer displays some of the Santa Clauses he has made and collected with members of a small group interested in Christmas decorations. The Santas were part of a display last month at the Wood County Historical Society.

numerous magazines on the topic to stay abreast of what is on the market. Antique dealers know him by name and call him when they think they have something he might be interested in.

Bauer purchases some of his ornaments from antique dealers, but also has scoured garage sales and flea markets. His searches are becoming somewhat more difficult as more people have begun collecting Christmas mementos, and therefore he has found the prices going up, too.

While his collection hovers around 3,000 pieces, through the years he has thrown away many ornaments. "I've tossed out a lot of ornaments that I wasn't

using or wasn't interested in anymore," he said. "There's some now I wish I had kept, like ones from the 1950s. Once I got two butterfly ornaments at a sale and then got them home and thought they looked cheap so I threw them away. Later that night I was looking through a magazine that featured some butterfly ornaments just like them so I ran out to the trash and salvaged them."

The Bauers began decorating their trees in October this year, five of which are more than six feet tall. It takes four weeks to prepare the home for the tour

Continued on page 3

## Conrad and Buford are tapped by ODK

Richard L. Conrad, assistant vice president for planning and budgeting and director of computer services and telecommunication services, and Joseph Buford, a professor emeritus of geography, will be tapped Friday (Dec. 14) for membership in the University's chapter of Omicron Delta Kappa national leadership honor society.

In addition, a number of students have also been selected for membership. Their identity remains a secret until they are tapped Thursday evening.

The students are selected for membership on the basis of excellence in one of five categories: creative and performing arts; social, service, religious and campus government activities; scholarship; athletics; or journalism, speech and mass media.

Conrad joined the staff in 1967 as a systems analyst in the computer services area. During the next 10 years, Conrad was promoted to director of academic administrative systems and director of research and instructional computing before being named director of computer services in 1977.

In addition, he is an instructor in the computer science department.

Under Conrad's leadership, Bowling Green has opened more than 15 microcomputer laboratories for use by students and faculty. When the first lab opened in 1982, it was one of the first such facilities in the country.

In 1988, he spearheaded a drive to install an emergency 911 telephone system on the campus. That same year, he was named the winner of the Michael R. Ferrari Award, which is given annually to an administrator who has given outstanding service to the University and demonstrated a caring attitude in working with faculty, staff and students.

Active in the community, Conrad serves on three United Way committees, and is a member of the St. Anthony's Villa Task Force and the Tontogany American Legion Post.

He earned his bachelor's, master's and doctoral degrees from the University in 1962, 1969 and 1979, respectively.

Buford became a member of the University's geography department in 1948, retiring in 1987. For 16 years, he served as chair of the department and was an active member and officer in the Association of American Geographers, the Ohio Council of Geography Teachers and the Ohio Academy of Science.

Under the University's supplemental retirement program, he continues to teach one or two courses each semester.

In 1978, he was selected as one of the



Richard Conrad



Joseph Buford

## Yugoslavian scholar enjoys semester at University

During the past year, historic events have developed in Eastern Europe and as they continue to unfold sometimes it is helpful to gain a clearer understanding of what is happening from someone who knows first hand.

Students and the University community have been fortunate this past semester to have a first-hand resource in the person of Dr. Denko V. Maleski, a visiting distinguished Fulbright scholar from Skopje, Yugoslavia.

Maleski, a political scientist, writer and professor, has been teaching a graduate seminar and an undergraduate course entitled "Governments of the Soviet Union and Eastern Europe." Because of the events that have occurred, and are still developing, in that part of the world, Maleski brings a timely and valuable viewpoint to the campus.

"This is a unique opportunity for students and faculty to get an insider's view as these countries begin to experiment with democracy," said Dr. Michael Maggiotto, chair of the political science department.

"Maleski is a distinguished international scholar with broad experience in Eastern Europe," Maggiotto said. "He provides both theoretical and up-to-the-minute commentary on the dramatic political and economical changes that are occurring."

For his part, Maleski says he attempts to help students understand that "each political system is a product of a specific social environment."

"In order to understand a country's political system, it is important to understand its history, traditions, culture, politics and geography," he said.

When he first started teaching at Bowling Green, Maleski gave his students three papers he had written on the political traditions of Eastern Europe.

"While Western nations produced pluralism and fragmentation of power, with independent social groups, the Eastern countries produced a strong state and weak society," he noted. "In fact, different economic and social processes developed different political institutions and political values."

In addition to his own papers, which he asked students to critique, he assembled selected writings on Eastern Europe by Americans into a booklet for his students.

In Yugoslavia Maleski teaches contemporary political systems and is an associate professor in the department of law at the University of Skopje. Previously he was chair of the journalism department at the university.

He received bachelor's and master's degrees from the University of Skopje and his doctorate from the University of Ljubljana in 1981. He also received a general certificate of education from the University of London.

He has written more than 50 articles on contemporary political systems and international relations. In the past two years he has

Continued on page 3



Denko Maleski joined the political science department this semester as a Fulbright Scholar.

Continued on page 3